

GENERAL CONDITIONS OF EMPLOYMENT AT THE BIPM AND BENEFITS

Located at the gateway of Paris in the [Domaine national de Saint-Cloud](#), on the exceptional historical site of the Pavillon de Breteuil, the *Bureau international des poids et mesures* (BIPM) is a world-renowned intergovernmental scientific organization.



By joining its ranks, you will live an exciting scientific and human adventure, in an international environment, at the cutting edge of new technologies, and which, through its working conditions, is committed to preserving well-being by promoting a balance between the professional and private lives of its staff members.

WORKING CONDITIONS

Contract term: up to 5 years (with the possibility of permanent appointment in certain cases)

Weekly working hours: 39 hours

Teleworking: Possible for functions that allow it, up to 2 days per week

Annual paid leave: Between 30 and 37 days, depending on grade and seniority, to which may be added exceptional leave (paternity, maternity, family support, etc.).

Installation: Assistance is provided by HR Service for visa/residence permit needed for the taking up duties, and if need be for accommodation searches, schools for dependent child accompanying the new appointee, ...

SALARY

Determined by the grade assigned to the function, considering the responsibilities and the required profile, and by the step in the grade, to be determined on the basis of the selected candidate's professional situation.

Main annual gross salaries in € as from 01/01/2025, extracted from the BIPM salary scales (rounded values for easy reference & reading, to be adjusted in due time)												
Grades	Steps											
	1	2	3	4	5	6	7	8	9	10	11	12
6	39 511 €	40 099 €	40 694 €	41 295 €	41 908 €	42 527 €	43 158 €	43 795 €	44 446 €	45 108 €	45 776 €	46 451 €
7	47 144 €	47 843 €	48 547 €	49 271 €	50 000 €	50 744 €	51 498 €	52 257 €	53 036 €	53 821 €	54 617 €	55 427 €
8	56 248 €	57 082 €	57 929 €	58 788 €	59 658 €	60 541 €	61 441 €	62 350 €	63 275 €	64 214 €	65 164 €	66 133 €
9	67 113 €	68 107 €	69 119 €	70 142 €	71 184 €	72 239 €	73 306 €	74 398 €	75 502 €	76 617 €	77 752 €	78 904 €
10	80 075 €	81 264 €	82 466 €	83 692 €	84 931 €	86 189 €	87 469 €	88 763 €	90 082 €	91 418 €	92 773 €	94 146 €
11	95 544 €	96 961 €	98 395 €	99 855 €	101 338 €	102 841 €	104 361 €	105 912 €	107 483 €	109 076 €	110 689 €	112 332 €
12	113 999 €	115 685 €	117 403 €	119 144 €	120 910 €	122 700 €	124 521 €	126 367 €	128 243 €	130 144 €	132 075 €	134 030 €

Note: The BIPM has its own salary scales. Grades and steps are not linked or equivalent to other international organization systems (i.e., UN or other).

ALLOWANCES AND BENEFITS

Entitlements based on various criteria, including those of a family character.

Installation allowance

- Granted to staff members whose main residence prior to arrival at the BIPM has been located for more than 6 consecutive months more than 100 kilometers away from the BIPM and was under the obligation to buy or rent a dwelling place in the neighborhood of the BIPM to perform his duties.
- Thus, this allowance is not paid to staff members accommodated at the BIPM in its apartments.
- Its amount is 1 month of the member's gross salary as a minimum, subject to conditions.
- For staff entitled to an installation allowance, payment of their transport costs, as well as those of their spouse or partner and any dependent children, from their place of residence to the BIPM Headquarters on taking up their duties.

Relocation allowance

- For staff members entitled to an installation allowance, at the time of taking up their duties and, if they have worked for the BIPM for more than 24 consecutive months, at the time of leaving the BIPM, payment of their removal expenses from their place of residence to the BIPM Headquarters and back.

Rent allowance

- Monthly allowance for all staff members with a grade of 9 or lower.
- As of 1 January 2025, it corresponds to about € 135 per month up to and including grade 8 and to about € 81 per month for grade 9. It is increased by 10% per dependent child.
- This allowance is not paid to staff members accommodated at the BIPM in its apartments.

Household allowance

- Monthly allowance for any staff member with at least one dependent child or, failing that, whose spouse or partner receives a gross income, subject to certain conditions.
- The amount is about € 318 per month as of 1 January 2025.

Family allowance

- Granted to staff members for each dependent child. The monthly amount is about € 391 per dependent child as of 1 January 2025.

ALLOWANCES FOR EXPATRIATE STAFF MEMBERS

Expatriation allowance

- For expatriate staff entitled to household allowance, amount equal to 25% of gross salary up to a maximum of about € 20 013 per year for 2025.
- For expatriate staff not entitled to household allowance, amount equal to 20% of gross salary, but with a ceiling of about € 16 186 per year for 2025.

Education allowance

- For expatriate staff only, up to the 25th birthday of the dependent child.
- The amount paid is subject to conditions and is equal to 70% of the educational expenses actually paid by the staff member but may not exceed three times the amount of the family allowance for each child per year.

Home-leave allowance

- Granted every 2 years to expatriate staff members, this allowance covers the cost of a return journey for the staff member, his/her spouse or partner and dependent children residing in France, in the country in which they resided prior to the staff member's recruitment by the BIPM or of which they are a national.

HEALTH INSURANCE

- The BIPM is not affiliated to any national general health insurance scheme. It subscribes to a private health insurance scheme for all staff members, from the first day of employment, and, on an optional and limited basis, for their spouse, partner, and dependent children.
- This insurance scheme provides coverage against the risks of illness and accident, both work-related and non-work-related, resulting in death, temporary or permanent disability.
- As of 1 January 2024, the monthly contribution of the principal insured to the insurance is 4.754% of his/her gross salary and €11.43 per year for the funeral cover (2025 values to follow).

PENSION SCHEME

- The BIPM compulsory offers participation in a defined benefit Pension Fund for all staff.
- All staff members are entitled to a BIPM retirement pension after completing 7 years of service. For less than 7 years of service, a severance grant is paid.
- The rate applicable to contributions to the Pension Fund is 15 % of gross salary for staff members recruited since 2017.

PRIVILEGES & IMMUNITIES

- BIPM staff members are international civil servants and enjoy certain privileges and immunities in the exercise of their functions on French territory.
- BIPM staff members are exempt from tax by the French Government on the salaries and emoluments paid to them by the Bureau. However, nationals and permanent residents of France are subject to the 'taux effectif'.

Human Resources Office

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